

WHAT WILL I GAIN UNDER THE NSPS?

The NSPS provides employees:

- A better understanding of how their position aligns with the Command's mission
- A pay system that takes into account market considerations
- Ability to work in a high-performing environment
- Simpler recruitment and classification systems
- A fair, consistent, objective performance system with clear performance expectations
- Improved supervisory/employee communications
- Opportunity to have high performance recognized

HOW CAN I BETTER UNDERSTAND THE NSPS?

There are several things you can do to understand the NSPS:

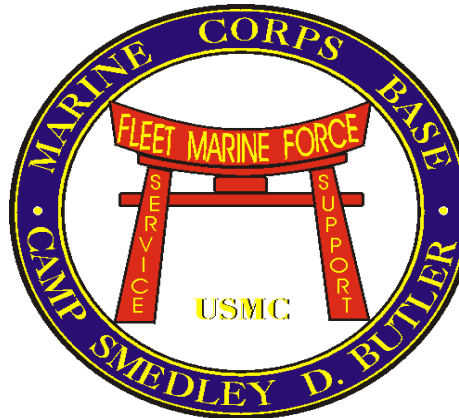
- First, keep up to date on NSPS information. Periodically visit <http://www.mcbbutler.usmc.mil/chro> as it is continuously updated with the latest NSPS news; and browse the associated links on the website.
- Second, talk to your supervisor about what your Command's strategic goals are and how your position supports those goals. This information will better enable you and your supervisor to set meaningful performance objectives under the NSPS.
- Third, learn about the competencies that will make you successful under the NSPS by completing Soft Skills web-based training available on <https://wwwa.nko.navy.mil/portal/splash/index.jsp> or <https://marinenet.usmc.mil/portal/>



"The task before us is to design a transformed system for the Department's 745,000 civilian employees that supports our national security mission while treating workers fairly and protecting their rights."

Gordon R. England
Secretary of the Navy

David S. C. Chu, Ph.D.
Under Secretary of Defense for Personnel and Readiness
(April 14, 2004)



National Security Personnel System (NSPS)



Terry Williams, NSPS Program Manager 645-5433

<http://www.mcbbutler.usmc.mil/chro>
<https://wss.mcbbutler.usmc.mil/G1/CHRO/default.aspx>

These steps will help make your journey

WHAT IS THE NSPS?

The National Security Personnel System (NSPS) is a new, flexible civilian personnel system that will enable the Department of the Navy (DON) to better meet the national security demands of the twenty-first century. The NSPS includes an enhanced human resources system. It covers staffing, recruitment, classification, compensation (pay banding) and performance management (pay for performance).

WHY THE NSPS?

The emergence of new and different international security challenges requires a transformation from a Cold War force to a more agile and technology-based force. The Defense Department's vision is to implement a human capital management system that facilitates high-performance and is efficient, flexible, and properly aligned with the national defense mission. The NSPS is a key part of that strategy.

HOW IS THE NSPS DESIGNED?

The NSPS regulations have been designed through the cooperative efforts of the Department of Defense (DoD) and the Office of Personnel Management, with input from unions, management, both civilian and military, and employees, as well as information from current DoD demonstration programs and benchmarks from modern human resources management systems. The final regulations were published in the Federal Register 1 November 2005, and are available for viewing under the NSPS link at <http://www.mcbbutler.usmc.mil/chro>

HOW CAN I CONTRIBUTE ?

During the next several weeks you will participate in the development of your performance objectives that will establish your performance goals and provide you a greater opportunity to understand your own performance objectives. Your performance objectives should be clear, concise, measurable, focused on results and describe the specifics of what you plan to accomplish during the year.

WHAT DOES THE NSPS LOOK LIKE?

The NSPS is designed to help the DoN recruit and motivate a high-performing workforce that can be sized, shaped, and deployed to meet changing, essential mission requirements. The NSPS will :

- Respect the individual
- Protect rights guaranteed by law
- Value talent, performance, leadership, and commitment to public service
- Be flexible, understandable, credible, responsive, and executable
- Ensure accountability at all levels
- Balance human resources with unique mission requirements
- Be competitive and cost effective

WHAT CHANGES UNDER THE NSPS?

The NSPS allows flexible hiring procedures, streamlined position classification, pay banding and pay-for-performance in place of current systems.

WHAT DOES NOT CHANGE UNDER THE NSPS?

Merit system safeguards, such as protection from discrimination and selections based on merit will remain under the NSPS. Veterans' preference also will be preserved. There will be no changes to employee benefits (leave accrual, insurance and retirement). Retirement calculations will continue to be determined as they are today with any base salary increases counting toward an employee's "high three".

WHEN DID THE NSPS START?

Marine Corps Bases Japan (MCBJ) nonbargaining General Schedule (GS) employees transitioned to the NSPS on 17 February 2008.

WILL I RECEIVE TRAINING ON NSPS?

Yes, all MCBJ NSPS employees and managers will receive mandatory training to prepare for, understand and effectively implement the new human resources systems and processes. The NSPS training consists of classroom instruction and web-based E-Learning. The Training Coordinator for your department will coordinate your training requirements.